Justice Presents Writing Award

U.S. Supreme Court Justice Ruth Bader Ginsburg presented the Bar Association’s “Pursuit of Justice” Legal Writing Award given in her name to Matthew G. Tom at the National Constitution Center on Sept. 6, marking the Award’s 10th anniversary. Tom, a graduate of Temple University Beasley School of Law, is now an associate with Cohen Seglias Pallas Greenhall & Furman PC. Chancellor Kathleen D. Wilkinson also joined the presentation. Justice Ginsburg spoke at the NCC earlier that evening.

Human Rights Chancellor’s Forum Oct. 22


Specifically, it will look at the development of human rights treaties, with an overview of the major treaties that the United States has ratified, their implementing mechanisms, and how lawyers have used those mechanisms in their own advocacy as a tool to influence policy and action at all levels of government. The panel will instruct the audience as to techniques used to domestically implement international human rights norms with a particular focus on recent Bar Association resolutions adopting principles of international human rights treaties on discrimination against women and homelessness.

Speakers for the program are Eric Tarasiewicz, director of Human Rights and Children’s Rights Programs at the National Law Center on Homelessness and Poverty; Sarah Paolenti, director of the Transnational Legal Clinic of the University of Pennsylvania School of Law; and Beth Lyon, director of the Farmworker Legal Aid Clinic of the Villanova University School of Law.

One substantive CLE credit will be available for this program which begins at 4 p.m. in the 11th floor Conference Center at the Philadelphia Bar Association, 1101 Market St.

Included in the program will be an overview of the major human rights treaties and a discussion to the approach of the United States to treaty ratification and its treaty obligations; treaty reporting obligations; and the use of the treaty review process for advocacy – such as “shadow reporting.”

Other topics to be discussed are domestic advocacy to expand the reach of international law norms; use of international law in amicus briefs; “success stories” where such international norms have been implemented domestically; adoption of principles by the American Bar Association, Pennsylvania Bar Association and Philadelphia Bar Association; and a focus on the Pennsylvania and Philadelphia Bar Associations’ resolutions in Support of the U.S. Ratification of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and the American Bar Association resolution Urging the Government to Promote the Human Right to Housing.

Attendees will learn how to participate in advocacy and implement these strategies in their own practice – including upcoming opportunities in the Philadelphia area. A reception featuring international wines will follow the event. Register online for this event at pbi.org.

Tarasiewicz Named Bar Executive Director

Mark A. Tarasiewicz has been selected by the Board of Governors as the Philadelphia Bar Association’s new executive director. He will assume the duties of executive director on Jan. 1, 2014.

Tarasiewicz, 45, succeeds Kenneth Shear who will retire on Dec. 31, 2013, after a 37-year tenure as executive director of the 211-year-old Philadelphia Bar Association.

“The Philadelphia Bar Association has a national reputation for service to the public and the profession, so it was important to select a new executive director to carry on that proud tradition,” said Philadelphia Bar Association Chancellor Kathleen D. Wilkinson. “Our Board of Governors
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Building Relationships Abroad and Increasing Impact All Over

This year, the Philadelphia Bar Association has worked to build our relationships in the international community. Earlier this summer, we signed a friendship agreement with the Barcelona Bar. Thanks to the wonders of technology, we were able to sign the agreement during a Skype conference call without having to leave the city of Philadelphia.

This was the formation of our second sister relationship in Europe. The Philadelphia Bar Association has had a relationship with the bar in Lyon, France dating back 15 years. Both agreements offer opportunities for law students and young lawyers in Philadelphia and Europe to become familiar with foreign practice through training or internships in participating law firms in both cities.

And we continue to make friends across borders. At the World City Bar Leaders Conference we attended earlier in the year, we met the president of the Bar of Montreal, Luc Deshaies, and began discussions on the relationship between our bar associations. We continued our dialogue when we saw Luc again at the American Bar Association Annual Meeting in San Francisco. We traveled north on Sept. 13 and signed a new friendship agreement with the Bar of Montreal in Quebec.

Luc arranged for me to be invited to and participate in the “Ceremonie De La Rentree Judiciaire” – opening of the courts – in Montreal as well as Quebec City, which takes place at the Palais de Justice in both cities every September. In Montreal, both English and French were spoken in the courts whereas in Quebec City, the opening ceremony was entirely in French. The Philadelphia Bar Association was recognized during both events.

It was striking to see the courtrooms in Quebec follow an English style, with a closed area where the defendant in a criminal matter would sit. Similar to England, where the barristers don black robes, the batonnieres (lawyers) in Quebec are required to wear black robes with white starched ornate collars, many of which are quite elaborate. Some batonnieres also have a little fur on their robes, which is a symbol of their seniority. The judges likewise wore black robes, with black capes draped with red.

Montreal’s Bar president will be our special guest at the Bench-Bar & Annual Conference at Revel in Atlantic City early this month. Make sure you introduce yourself to him and his wife Natalie, (who is also a batonnier), while you’re at the conference and see what we can learn from each other. We also anticipate that some of our interns from Lyon will join us as well.

These relationships with foreign bar associations are important, especially as the practice of law becomes a more global endeavor. Philadelphia will also host the World City Bar Leaders Conference in 2014, where the top officials from bar associations around the world will gather to share ideas and foster relationships. The Barcelona Bar Association and Bar of Montreal are also members of the World City Bar Leaders Conference and are expected to attend.

The Philadelphia Bar Association’s membership in Global Philadelphia is part of our education on the international stage. Global Philadelphia, with more than 100 member businesses and organizations, works to enhance our region’s profile around the world.

Locally, we also continue to enhance our relationships with the Philadelphia business community. In September, I was invited to participate in “Select Greater Philly” and have dinner with a group of local business leaders. Part of our discussion focused on the fact that Philadelphia is a prime location for international and national business development and that lawyers can make things happen as well as benefit from having our business community thrive.

Another example of our local impact is seen by the commissioning of a report by our Large Firm Management Committee to study the impact lawyers, paralegals, and the legal industry contribute.

Bar Forms Elections Committee


Offices for which candidates are being solicited are Vice Chancellor, Secretary, Treasurer, Assistant Secretary, Assistant Treasurer, and five seats on the Board of Governors. Each Board seat carries a three-year term.

Association members may become candidates for any of these offices by filing with the secretary, at least 60 days prior to the Dec. 10, 2013 annual meeting, nominations in writing which, for candidates of the Board, must be signed by at least 25 members who are entitled to vote; for candidates for Secretary, Treasurer, Assistant Secretary and Assistant Treasurer, shall be signed by at least 35 Members who are entitled to vote; and for candidates for Vice Chancellor, shall be signed by at least 100 members who are entitled to vote.

Individuals who wish to run for any of the above named offices should contact Susan Knight, CFO/Director of Administration, at sknight@philabar.org for additional information.

Signatures, along with a resume, and written authorization should be submitted to Association Secretary Sophia Lee, c/o Susan Knight, Philadelphia Bar Association, 1101 Market St., 11th Floor, Philadelphia, PA 19107, no later than 5 p.m., Friday, Oct. 11, 2013.
Jill Eikenberry is perhaps best known for her role as Ann Kelsey, the tough woman litigator in the long-running television series L.A. Law. She is also well-known for her efforts to help women and their families cope with breast cancer. Eikenberry, herself is a breast cancer survivor, spoke at the Sept. 19 Chancellor’s Leadership Institute on her own journey with cancer, how she dealt with perceptions of cancer at the time, and how she worked to alter those perceptions.

Eikenberry began her story with the pilot episode of “L.A. Law.” The show’s co-creator, Steven Bochco, had been impressed with the work that Eikenberry and her husband Michael Tucker had done in one of his earlier television shows, “Hill Street Blues,” and he had written the parts of Ann Kelsey and Stuart Markowitz with the two of them in mind. At first, Eikenberry was hesitant to act on the same show as her husband, but after reading the script she realized that there wasn’t any way that she could let someone else play Ann.

Eikenberry and Tucker filmed the pilot with great hopes for its success. Little did they realize just how successful the show would be. “L.A. Law” ran for eight seasons, won 15 Emmy Awards, and was almost always the Friday-morning water-cooler topic in the late 1980s and early 1990s. It was groundbreaking in its portrayal of women and minorities in the workplace, and in the manner that it addressed difficult issues of the times, including, child abuse, AIDS, abortion, homophobia, and the Los Angeles race riots. It inspired many young viewers to become lawyers, and, according to Eikenberry’s review of some fan mail, it may even have inspired some closing arguments by real-life attorneys.

But, for Eikenberry, the early years of the show’s success were overshadowed by her battle with breast cancer. She was diagnosed shortly after filming the pilot, and her early excitement from being a part of the cast soon turned into despair.

At the time, little had been publicized about breast cancer or breast cancer survivors. To Eikenberry, breast cancer was “a death sentence.” She and Tucker said that had it not been for producer Steven Bochco, she never would have taken her “L.A. Law” role because of her breast cancer diagnosis.

Jill Eikenberry

Photo by Jeff Lyons

continued on page 12
Changing Parameters of Diversity in the Profession

By Lauren A. Strebel

Why does the legal profession struggle with diversity in the workplace when it plays such a significant role in helping protect and expand equality and fairness in society? This is one of many difficult questions the panel during the most recent Chancellor’s Forum attempted to answer.

The Philadelphia Bar Association’s Corporate In-House Counsel Committee and the Philadelphia Diversity Law Group co-sponsored the Sept. 10 discussion “The Changing Parameters of Diversity and Inclusion in the Legal Profession.” The panel, moderated by Chancellor Kathleen D. Wilkinson, included Sandra S. Yamate, chief executive officer of The Institute for Inclusion in the Legal Profession; Sophia Lee, chief counsel of litigation at Sunoco, Inc.; Wesley R. Payne IV, partner at White and Williams LLP; and Brennan J. Torregrossa, assistant general counsel at GlaxoSmithKline.

How does IILP differentiate itself from the other organizations that are committed to ensuring diversity in the legal profession? The organization takes an inclusionary approach by looking at individuals as whole human beings instead of focusing on what makes them a minority. “We try hard to make sure that the work we do is not redundant or duplicative,” Yamate said.

Yamate described one of IILP’s programs, Pledge to the Profession, as a pledge a law firm can take to have at least 10 percent of its lawyers spend a minimum of eight hours a year working with students to explain the role lawyers play in society. Initiatives like this benefit the pipeline of diverse individuals entering the profession by providing those students with information about the law. Once they become law students, the IILP has programs designed to help them succeed in law school that emphasize professionalism, diversity and inclusion.

In-house and law firm management notice the importance of a diverse workforce. Corporate clients use diversity as a criteria in selecting outside counsel. Litigation groups want diverse counsel to talk to a diverse jury. What are law firms doing to encourage diversity in hiring?

Payne noted that firms are hiring more laterals than they have in the past. Yamate said to get those jobs, minority lawyers should look to marketing themselves at underrepresented practice areas.

Management can now have productive discussions based on hard numbers continued on page 7
Panel: Access to Attorneys is Key for Reporters

By Bart D. Cohen

Four of the leading names in media coverage of the Philadelphia legal community — Blumenthal of the Philadelphia Inquirer, Packel of The Legal Intelligencer, Riccardi of WGRG and Mondics of The Philadelphia Inquirer — described what they cover, how they cover it, how law firms and attorneys can make their jobs easier and, in turn, draw positive coverage in the local media.

Moderator Gina Furia Rubeil, chair of the Bar-News Media Committee, posed questions of her own and from the dozens in attendance, that elicited wide-ranging responses from the reporters, based in part on the print/digital emphasis of their respective publications. Mondics said that his stories in the Inquirer are rarely time-sensitive, and that firms seeking his coverage should develop a sense of the themes he tends to cover. At the other extreme, Packel described Law360 as a wire service, and added that he prefers breaking news, particularly that relating to litigation (such as verdicts and settlements).

Riccardi said that The Legal Intelligencer wants material that is useful to some segment of its readership, intriguing and compelling. Blumenthal focused more on the logistics of getting stories published, and noted that the Business Journal recently started putting all of its news online, and that the legal profession tends to lag behind others he covers in its concern about print. All of the reporters agreed that they need convenient access to the lawyers involved in stories, and prefer to work with marketing managers who are adept at arranging for such access.

None of the reporters develop relationships with subject matter experts in a systematic way, but all said they rely in some part on Twitter to that end, to be alerted to both articles in competing publications and the relatively few practicing lawyers who post on Twitter. Blumenthal and Riccardi both shared their views as to “embargos” on news releases, and attested to a preference for breaking big stories. Mondics said breaking stories is not as much of a concern for the Inquirer, as its coverage of the legal scene is “less intense,” and Packel said Law360 cannot yet expect law firms to bring it breaking news, as they have long-established relationships with the older publications.

The remainder of the event was devoted to issues raised by the increasing importance of digital publication. Riccardi revealed that, although the daily newspaper is still the Legal’s “flagship product,” it is moving towards a “digital first” approach to its coverage. Blumenthal likes being able to post his own stories, and to change them after they are initially posted online. None of the reporters put much stock in online comments about their articles, and both Blumenthal and Mondics stated a preference for thoughtful e-mails from their readers. Riccardi said the most important feedback the Legal gets as to its online publications are page view figures.

Bart D. Cohen (bcohen@lwm.net) is a shareholder with Berger & Montague, P.C.
Printing Tips To Reduce Your Environmental Impact at Work

By Nancy S. Cleveland

Paper reduction has been an intensive focus for many firms in an effort to lower costs and lessen environmental impact. A common effort is to deliver documents electronically, saving paper, reducing chemical waste from inks and cutting costs. However, if you are not ready for a full transition to paperless documentation and delivery (which is highly recommended as the best solution), here are some ways to reduce the impact of paper use and printing.

First, choose paper products with the lowest feasible environmental footprint. There are generally two options: recycled paper and Forest Stewardship Council (FSC)-certified paper; both have their own merits. FSC certification uses a supply-chain approach to assure that forest products are produced using the highest standards for sustainable forest management. The World Wildlife Fund considers FSC certification to be the only credible certification for responsibly managed forests. When buying recycled paper, look for the highest percentage of post-consumer recycled content. Assessing the environmental benefits of each option is not as easy as comparing apples to apples, but you may not need to choose between these two options as there is an increasing number of paper products that offer FSC-certified recycled content.

Another environmental and cost effective win is duplex printing – it will obviously cut your paper consumption in half and can be easily accomplished in many instances by selecting two-sided printing under the Properties tab of your print menu. Did you know that certain fonts will also save money because they use less ink? Thinner fonts use less ink overall and sans serif fonts don’t waste ink by printing small tails on letters. According to one study, switching from Arial to Century Gothic can reduce printing costs by up to 31 percent. For more information on which fonts use less ink, go to http://news.cnet.com/8301-1023_3-20001913-93.html. If you are not pleased by the aesthetics of efficient font options, the software application “Ecofont” might be your best bet. This software can cut printing costs by up to 25 percent by placing tiny holes within letters that the human eye cannot detect, thus reducing the amount of ink used without altering the appearance of the document.

These efforts can reduce your ink and toner consumption considerably, but when the cartridges do run out, do not toss them in the trash. There are numerous, easy to access programs for recycling toner cartridges, such as take-back programs at stores like Staples, Office Depot and Quill. Many even offer financial incentives.

Stay tuned. Next month we will provide some tips on green document disposal.

Nancy S. Cleveland is a member of the Green Ribbon Committee, a LEED Accredited Professional, and a Principal and Co-founder of Resonate LLC, a strategic sustainability consulting firm. Resonate provides services and tools that enable companies to systematically integrate social, environmental, and economic factors into their planning and decision-making processes.

Diversity

continued from page 5

with the ILP’s new report. The ILP published the Business Case for Diversity Research Project that focuses on three stakeholders: corporate clients, law firms and diverse partners. Overall, the report shows that the three stakeholder groups have different expectations. Despite all of the energy and research firms put into their summer associate programs, the data reflects that they do not help with diversifying the workforce. Also, many diverse non-equity partners do not think they will ever be an equity partner. This data can be used to spark conversations in your law firm.

Diversity initiatives have reached a plateau. Why? Among other things, with the definition of diversity expanding to include parental and/or veteran status, the fear is that other types of diversity will get less focus. There is also “diversity fatigue,” or skepticism of whether or not diversity is really an issue in the legal profession. The panel agreed that these concerns support a shift from a problem-focused approach to an outcome approach. Another change that may help: the legal profession is moving from emphasis on the billable hour to focusing on value-added.

Lauren A. Srobel (lauren.a.srobel@gmail.com), a student at Earlham School of Law at Drexel University, is an associate editor of the Philadelphia Bar Reporter.

Bar Program Helps Resolve Fee Disputes

By Megan E. Watson

What is an attorney to do when a client is disputing his/her bill? Seek out the services of the Fee Dispute Resolution program was the answer provided at the joint meeting of the Family Law Section and Solo and Small Firm Management Committee on Sept. 9.

Linda Rosen, Arthur Brandalph, John Encarnacion participated in a panel discussion concerning the benefits of the Bar Association’s Fee Dispute Resolution program and the services it provides to the community. This free service, which is available to lawyers and clients, assists clients and attorneys in settling fee disputes. The purpose of the program, established in 2003, was to provide an inexpensive and an alternate way to resolve disputes other than filing suits against a client. Clients and attorneys can avail themselves of both mediation and binding arbitration.

The service is simple and confidential. Either an attorney or a client can bring the matter to the attention to the program, although both parties must agree to utilize the service. Mediations and arbitrations typically take place in the offices of the mediator or one of the arbitrators. If the parties chose binding arbitration, one arbitrator is awarded for fee disputes involving a sum of $300 to $2,000 and three arbitrators are appointed for cases involving a dispute of $2,000 to $100,000. Arbitrators are attempted to be chosen in the area of law involved in the underlying case. Once papers are filed, the process moves very quickly and a dispute could resolve certainly more efficiently than filing a collection action. Decisions are generally rendered within one week and the parties are provided with a well-reasoned written opinion. The program is quite successful. At the mediation level, approximately 80 percent of the cases are resolved.

The panelists made sure to point out that if a lawyer proves his/her case that the fee is justifiable, the arbitrators do not generally compromise the fee. If a lawyer is entitled to the fee, and proves his/her case, the lawyer will be awarded the fee.

Although attorneys have regularly provided that fee disputes must be resolved by the Fee Dispute resolution program, the panel members agreed that a signed fee agreement alone would not be enough to use the program. Both the client and the attorney would need to complete the forms and agree to participate. Both the client and the lawyer an also chose to be represented by counsel during the process.

Members of the audience who had availed themselves of the program or had participated as mediators and/or arbitrators found the program to be efficient and cost-effective. More information visit www.philadelphiabar.org/page/LawyerClientFeeDisputes

Megan E. Watson (MWatson@bkwfamily.com) is a partner with Berner Klaw & Watson LLP.

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Bar Helps Welcome New Citizens

U.S. District Court Judge John R. Padova (left photo, from left) is joined by Gerda Weissmann Klein, founder of Citizenship Counts, Jeffrey Rosen, president and CEO of the National Constitution Center and Bar Association Chancellor-Elect William P. Fedullo on Sept. 17 at a Citizenship Day naturalization ceremony at the Constitution Center. Bar Association Assistant Treasurer Mary F. Platt (lower left photo) introduces her daughter to U.S. District Court Judge Juan R. Sanchez during an Aug. 29 naturalization at the U.S. Courthouse. U.S. District Court Judge Nitza I. Quinones Alejandro (below), one of the newest judges in the Eastern District of Pennsylvania, speaks to new citizens at a Sept. 12 naturalization ceremony. U.S. District Court Senior Judge Norma L. Shapiro and Chancellor Kathleen D. Wilkinson also spoke at the event.

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Photo by Jeff Lyons

Photo by Mark Tarasiewicz

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Mock Argument Explores Cyber Bullying

By Mary-Kate Breslin

Judges and practitioners joined together on Sept. 12 for a mock trial and group discussion regarding First Amendment issues and competing considerations in public schools regulating off-campus conduct of public school students. The mock trial was coordinated by the Philadelphia Bar Association Education Law Committee, Appellate Courts Committee, and the Federal Courts Committee, and was co-sponsored by the Pennsylvania Bar Association's Appellate Advocacy Committee and Federal Practice Committee.

The program featured a mock appellate argument as a channel to discuss issues that can arise when public high schools attempt to regulate off-campus conduct by students. This question is one that has been the subject of debate and adjudication, and has resulted in varying viewpoints among trial and appellate courts.

Chancellor Kathleen D. Wilkinson kicked off the event by introducing the panel of judges that included Pennsylvania Supreme Court Justice Debra M. Todd, U.S. Court of Appeals Judge D. Brooks Smith and U.S. District Court Senior Judge Norma L. Shapiro.

The mock appellant student was represented by Robert L. Byer. During the mock trial, appellant questioned to what extent does the First Amendment allow or prohibit students regarding conduct on the Internet that occurs off school premises but has a disruptive affect on the school environment. Appellant argued that the applicable standard is that used in the U.S. Supreme Court case Tinker v. Des Moines School District.

This 1969 classic court opinion addressed what happened when two public school students were sent home for wearing black armbands in silent protest of the Vietnam War. The court found that public schools cannot censor student speech unless that speech will cause a material and substantial disruption of school activities, or otherwise interfere with the rights of other students.

The mock appellee school district was represented by Sean R. Sullivan, who argued that the fictional student's actions should be regulated as "non-Tinker" speech because the student was not on school grounds when certain offensive blog entries were posted on the Internet. The guidpost question, argued Sullivan, is where did the speech take place?

The subsequent group discussion raised several issues. For one, the Internet has many advantages but it is entirely different than any other means of communication known before. It is different because it is so easily accessible, and because what is posted online is where did the speech take place?

The subsequent group discussion raised several issues. For one, the Internet has many advantages but it is entirely different than any other means of communication known before. It is different because it is so easily accessible, and because what is posted online is different from the U.S. Supreme Court case Tinker v. Des Moines School District.

Chancellor Wilkinson commented that the panel was a "hot bench," and panelists praised the participating attorneys for their level of advocacy.

Mary-Kate Breslin (marykatebreslin39@gmail.com), an assistant city solicitor with the Philadelphia Law Department, is an associate editor of the Philadelphia Bar Reporter.
**YLD Update**

**Explore City’s Craft Beer Impact Oct. 20 at Yards Brewing Company**

By Aneesh A. Mehta

The history of beer in the Americas traces back to at least the 1580s when colonists in Virginia brewed ale by using corn. In 1683, William Frampton erected the first brewery in Philadelphia, which was located on Front Street between Walnut and Spruce at the Dock Street Creek. By the 1790s, Philadelphia was producing more beer than any other city in the country. And while prohibition banned the sale and production of alcohol in the United States from 1919 to 1933, beer historians or fans of HBO’s series looking at the future of Philadelphia “Craft Beer in Philadelphia, - from the Cradle of American Liberty to the East Coast’s Craft Beer Mecca.” We’ll be taking a look at how Philadelphia developed into one of the nation’s preeminent beer cities, the city’s part in the American craft beer explosion, and the future of craft beer in the city and how its affecting our restaurant industry and tourist industry. Our distinguished panelists include Don Russell, a.k.a. “Joe Sixpack”; Tom Kehoe, founder, brewmaster and president of Yards Brewing Company; Trevor Pritchett, Yards’ chief operating officer; Adam Ritter, owner, The Sidecar Bar & Grille and Kraftwork; and Kristy Littman, attorney and co-founder of PhillyTipFinder.com. The panel moderator will be YLD Executive Committee member Matthew Oleish of Fox Rothschild LLP.

Aneesh A. Mehta (amehta@eklaw.com), an associate with Volpe and Koenig, P.C., is chair of the Young Lawyers Division.

**Families Enjoy Day at the Park**

More than 100 people attended Family Fun Day sponsored by the Young Lawyers Division on Saturday, Sept. 21 at Smith Memorial Playground and Playhouse in East Fairmount Park. Parents and kids enjoyed perfect weather and pizza as well the 6.5-acre playground with a giant wooden slide and more than 50 pieces of playground equipment. The playhouse gave younger children a chance to drive a train, cook in the kitchen, ride tricycles. Among those in attendance was YLD Executive Committee member Benjamin F. Johns, shown here with daughter, Juliette.

**Use Communication, Creativity to Expand Book of Business**

By Thomas L. Bryan

Building a book of business is like planting a garden, a slow process that needs attention and care for years until it is fruitful. Marketing guru Kimberly Alford Rice discussed habits of highly successful rainmakers at the Sept. 18 meeting of the Women in the Profession Committee.

The presentation was divided her presentation into two parts: top characteristics and top habits of highly successful rainmakers. According to Rice the number one characteristic of highly successful rainmakers is that they are good communicators. To be good communicator, you must not only be an effective speaker, but also an effective listener. In addition, for a rainmaker, effective communication focuses on the prospective client and their needs and not on the communicator. She also pointed out that 65 to 75 percent of communication is non-verbal. Rainmakers should therefore always be cognizant of how they dress, how they carry themselves, and eye contact.

In order to successfully bring in and maintain new business you have to be organized. Whether by being organized personally, or by surround yourself with organized people, it’s important for rainmakers to always be on time and on track. One of the key components of strong organization is effective time management: this includes the ability to multi-task, especially if you are balancing work responsibilities and family obligations.

Successful rainmakers are also creative thinkers. Lawyers who can think outside the box and come up with unique solutions to clients’ problems are more likely to secure and retain business. To boost creative thinking Rice recommended taking vacations or downtime to give your brain a moment in which to process information and hopefully make new connections.

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Rice said the final and perhaps most important characteristic of a highly successful rainmaker is persistence. Successful rainmakers don’t give up, they are able to recognize rejection as a temporary state rather than a permanent roadblock, and are willing to try different approaches at different times.

Rice then turned her focus to the top “habits” that highly successful rainmakers must develop. The first is building relationships. She encouraged inter-mingling your personal and professional lives as you never know where your next client will come from. You should be constantly expanding your network.

Another important habit is well-timed and carefully phrased self-congratulations. Letting people know about your successes can also be a good time for a beer. But right now is a good time probably not a good time for a rainmaker, effective communication focuses on the prospective client and their needs and not on the communicator. She also pointed out that 65 to 75 percent of communication is non-verbal. Rainmakers should therefore always be cognizant of how they dress, how they carry themselves, and eye contact.

In order to successfully bring in and maintain new business you have to be organized. Whether by being organized personally, or by surround yourself with organized people, it’s important for rainmakers to always be on time and on track. One of the key components of strong organization is effective time management: this includes the ability to multi-task, especially if you are balancing work responsibilities and family obligations.

Successful rainmakers are also creative thinkers. Lawyers who can think outside the box and come up with unique solutions to clients’ problems are more likely to secure and retain business. To boost creative thinking Rice recommended taking vacations or downtime to give your brain a moment in which to process information and hopefully make new connections.

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Another important habit is well-timed and carefully phrased self-congratulations. Letting people know about your successes is important in the workplace. In order to get over resistance to the idea of “boasting” or “bragging,” Rice suggested a change in perception. Rather than seeing self-promotion as bragging, she suggests looking at it as merely sharing your accomplishments. Rice acknowledged that there is often backlash to women
PRO BONO SPOTLIGHT: NATIONAL PRO BONO WEEK

Week of Events to Give Back to Those in Need

By Sara Woods and Jodi Schatz

Philadelphia will celebrate the fifth annual National Pro Bono Week beginning Oct. 21 with a series of events designed to celebrate pro bono and inspire our community to give back to those in need.

Sponsored by the American Bar Association, National Pro Bono Week is a national effort to meet the ever-growing needs of this country’s most vulnerable citizens by encouraging and supporting local efforts to expand the delivery of pro bono legal services, and by showcasing the great difference that pro bono lawyers make to the nation, its system of justice, its communities and, most of all, to the clients they serve.

Prior to the official start of National Pro Bono Week, area public interest agencies offered “Pro Bono Road Shows,” 30- to 60-minute presentations at your firm or corporation, highlighting pro bono opportunities available in the city. The week of Road Shows runs through Oct. 4.

In recognition of the importance of pro bono work in ensuring justice for the citizens of Philadelphia and the effort that attorneys expend in providing pro bono services, the First Judicial District celebrates the contributions of those who provided pro bono services in 2012/2013. The annual Pro Bono Honor Roll and Awards Ceremony will be held on Wednesday, Oct. 23 at 4 p.m. at City Hall in the Ceremonial Courtroom.

To raise awareness of the need for legal services for the poor, workplaces can participate in “Go Casual for Justice” on Friday, Oct. 25. Coordinated by the Philadelphia Bar Foundation and the Philadelphia Bar Association Large Law Firm Pro Bono Committee, employees at participating workplaces pay a suggested donation to wear jeans for the day. All proceeds go to the Philadelphia Bar Foundation, which provides general operating grants to legal services organizations in Philadelphia.

Throughout National Pro Bono Week, the Philadelphia public interest community will host several trainings open to all members of the bar. Whether you are looking for a hands-on service event or a training with the option of later service, you can find the perfect match during Philadelphia’s celebration of National Pro Bono Week. For a list of the pro bono trainings and clinics, visit philadelphiabar.org.

Whether you are new to the practice of law, new to pro bono, or an experienced volunteer, we hope that you will join us as we celebrate Philadelphia’s commitment to access to justice.

Sara Woods and Jodi Schatz are co-chairs of the Delivery of Legal Services Committee Pro Bono Committee.

Business continued from page 10

self-promoting, but thought this could be avoided with carefully choosing your audience and with practice in presentation. Just as trial attorneys practice opening and closing arguments, you can practice our self-promoting speech before putting it into use.

The third habit is to become a system maker. Find ways to use and access your contacts list rather than just keeping them locked away in your computer, phone or tablet. When doing so, be familiar with all the practice groups of your law firm so that when networking you are able to sell the firm, and not just yourself and your own practice group.

The final habit is “perfecting the close.” In order to do this you have to be comfortable with the language of asking for business. This can be difficult for many people and again Rice urged a change of perception: recognize that rather than “selling” yourself you are in fact “helping” this potential client to solve a problem.

Again, she recommended practice, practice, and more practice.

Thomas L. Bryan is an associate editor of the Philadelphia Bar Reporter.

DINNER CELEBRATION

PHILADELPHIA BAR ASSOCIATION

HONORING

KENNETH SHEAR

On His Retirement

OCT. 24, 2013

THE RITENHOUSE HOTEL | 5:30 P.M. COCKTAIL RECEPTION | 6:30 P.M. THREE-COURSE DINNER

Please Join Us for a Dinner Celebration Honoring Kenneth Shear on His Retirement as Executive Director of the Philadelphia Bar Association

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Register at philadelphiabar.org
Eikenberry continued from page 4

inform Bocho that they could not be a part of the series. Bocho surprised them, however, firmly stating, “I don’t think this is how Jill is going to die.” He believed that Eikenberry could survive breast cancer, and he encouraged her to continue filming. He arranged for her radiation treatments to be scheduled after each day of filming, and according to her wishes, he kept her condition a secret from the cast and crew.

Eikenberry believed that keeping her cancer a secret was vital. She worried that if people knew about her cancer, they would think of her as weak. She feared that discussing cancer would affect her work, her relationships, and her emotional ability to cope with the disease. But her attitude gradually began to change after she met with an “L.A. Law” guest star who happened to notice blue dots on her skin. These were the telltale marks of radiation therapy. The guest star told her that his wife was also undergoing radiation treatment and that it would help him greatly if she could share her experience.

After realizing that talking about breast cancer could help other victims cope with the disease, Eikenberry agreed to co-produce “Destined to Live,” a prime-time television documentary that featured interviews with cancer survivors, including former first lady Nancy Reagan.

It was a pioneering moment in which people were able to discuss the disease, have a greater understanding of its impact on women and their relationships, and to understand that it was not necessarily a “death sentence.” After filming the documentary and speaking in several forums on breast cancer, Eikenberry now believes that being vocal about the disease helped to remove some of the stigma associated with it. She also knows firsthand from experiences in her own relationships that talking about breast cancer helps relatives, friends, and co-workers to better cope when a loved one is diagnosed with the disease.

Eikenberry closed by stating, “I invited my fears to the table, and miraculously everyone else, the better, richer, and more ecstatic every day can be.”

Kathleen D. Wilkinson (Kathleen.Wilkinson@ willomeron.com), a partner with Wilom Eker Monkoncis Echikunwoke & Dicker, is Chancellor of the Philadelphia Bar Association.

Frontline continued from page 3

to medicine. This report, “Economics of the Legal Industry in the City of Philadelphia” written by Ecosound Solutions, provides great details about the direct contributions of the legal industry in Philadelphia through the creation of jobs, payment of taxes, dining locally, etc. all of which has a significant positive impact on the city’s economy.

As we educate ourselves internationally, and nationally, we also turned an important local focus with our new Education Law Committee. Last month, Pennsylvania Supreme Court Justice Debra M. Todd, U.S. Court of Appeals Judge D. Brooks Smith and U.S. District Court Senior Judge Norma Shapiro were panelists for a mock appellate argument program involving First Amendment rights when public high schools attempt to regulate off-campus conduct by students. This very well-attended program was sponsored by our new Education Law Committee, Appellate Courts Committee and Federal Courts Committee. Our Education Law Committee will focus on education at all levels, from elementary school to college, and will soon be announcing plans to help educate lawyers who want to return to the bar and need training before reentering the workforce.

We’re doing great things in Philadelphia, nationally, and internationally. The Philadelphia Bar Association is working to expand these relationships and in turn, build your practice. This is yet another reason why being a member is so important to your practice!

Kathleen D. Wilkinson (Kathleen.Wilkinson@willomeron.com), a partner with Wilom Eker Monkoncis Echikunwoke & Dicker, is Chancellor of the Philadelphia Bar Association.

Philadelphia Bar Association is working to expand these relationships and in turn, build your practice. This is yet another reason why being a member is so important to your practice!
By Deborah R. Gross

Litigation Committee to establish a fund to honor the memory of Judge Albert W. Sheppard and his contributions to the Philadelphia legal community. Judge Sheppard was elected to the Philadelphia Court of Common Pleas in 1983 and served until his passing in 2011. He was cherished by litigants as a down-to-earth jurist, who was courteous and respectful to all who came before him. He made many significant contributions to the Philadelphia court system. Most significantly, he helped establish the Commerce Case Management Program – a recognized model nationally and internationally. The Fund shall be used to honor Judge Sheppard’s memory primarily through a scholarship for a rising second or third-year law student who serves as a summer intern in the Commerce Case Management Program.

These are examples of partnerships between the Philadelphia Bar Foundation and the legal community that benefit nascent lawyers and the pro bono and public interest legal communities. They also keep alive the pro bono passions and memories of these past legal leaders. It is important for us to look for opportunities to continue the legacy of lawyers in our legal community while furthering our community’s commitment to promoting access to justice for all. Donations made in memory or honor of lawyers are just one example of such opportunities. Please contact us should you have any ideas to further this mission.

Other partnerships for which the Bar Foundation is appreciative are our sponsors and supporters of our yearly Andrew Hamilton Benefit. This year’s Benefit will be held on Saturday, Nov. 16 at WHYY. We will be taking advantage of WHYY’s technology and you will have the opportunity to tell your story, “Why I Give.” Please give some thought as to what you would like to say and thank you in advance. We will use these stories for our 50th anniversary celebration next year, so stay tuned. We have something really big planned for you.

Deborah R. Gross (debbie@bernardmgross.com) of the Law Office of Bernard M. Gross, P.C. is president of the Philadelphia Bar Foundation.

The Philadelphia Bar Foundation will sponsor a three-day Trial Advocacy Program for public interest lawyers at Rutgers University School of Law – Camden on Monday, Oct. 7 through Wednesday, Oct. 9. The program is made possible by the R. Nicholas Gimbel Fund for Legal Excellence.

The Fund was created with contributions from friends, colleagues and loved ones to honor Nick Gimbel’s memory, his love of the law, and his desire that it be practiced at the highest levels of excellence.

Nick Gimbel was a partner at the law firm of McCarter & English in Philadelphia and a graduate of Yale University and the University of Chicago Law School. His legal experience was as comprehensive as it was varied – clerk for the U.S. Court of Appeals for the Third Circuit, editor of two American Bar Association publications, fellow of the American College of Trial Lawyers, assistant U.S. attorney for the Southern District of New York, adjunct professor at Rutgers University School of Law-Camden, private attorney and litigator. The Trial Advocacy Program that bears his name is a unique opportunity for public interest lawyers to receive, at no cost, the type of intensive training available to private practice lawyers. Using the R. Nicholas Gimbel Fund to support the program is a practical reflection of Nick’s love of the law. We are honored that Nick’s family, friends and colleagues have entrusted the Fund to our care.

The Bar Foundation is also working with the Business Law Section’s Business

Recent Gifts to the Bar Foundation

In Memoriam

- In memory of Herbert Ginensky, father of Amy Ginensky, the following made donations: Deborah R. Gross; A. Richard Bailey and Elaine M. Rinaldi; Robert Friedel; Lynne Brown; Laurence Z. Shiekman; Hope Comisky and Jeff Braff; Paul Kennedy and Ann Kennedy; Steve Bizar and Lisa Brody; Pepper Hamilton, LLP; and Penni and Mark S. Blaskey.
- In memory of Harriet Coren, mother of Susie Shear and mother-in-law of Ken Shear, the following made donations: Deborah R. Gross; Bernard M. Gross; and Karen and Marc Zucker.
- Deborah R. Gross and Bernard M. Gross made donations in memory of Alan Margolis and Daniel Allanoff.
- In memory of Carmela Fedullo, mother of William P. Fedullo, the following made donations: Susie and Ken Shear; Karen and Marc Zucker; and Deborah R. Gross.
- In memory of Gerald A. McHugh Sr., father of Gerald A. McHugh, the following made donations: Deborah R. Gross; Amy B. Ginensky; A. Richard Bailey and Elaine M. Rinaldi.
- S. David Fineman, in memory of Diane Sernovitz, wife of Harvey Sernovitz.
- Amy B. Ginensky and Andrew R. Rogoff in memory of James Frank Young.
- Susan and Samuel Gordon in memory of Maurice Dubinski.
- Jessica Hilburn-Holmes in memory of John Toto.
- Robert Gunther in memory of Evelyn Ginensky, mother of Amy Ginensky.
- Karen and Marc Zucker, in memory of June Piform, mother of Julie Mayer.
- S. David Fineman in memory of Harold Rosenbaum.
- The Karen Detamore Scholarship Fund received donations from Arthur N. Read and Cindy Rosenthal; and Gerald A. McHugh and Maureen Tate.
- Lawrence O. Masland and Pamela Talbot and Rayman Solomon, in memory of Nicholas Gimbel.
- Amy B. Ginensky in memory of Austin M. Lee, father of Thomas Lee.
- A. Harold Datz in memory of Maria Primikaris.

Tribute Gifts

- Anita B. Weinstein made a donation in honor of the dedication and tireless efforts of Elaine M. Rinaldi on behalf of the Philadelphia Bar Foundation.
- Stuart Kurtz made a donation in honor of Jan Cross.
- Deborah R. Gross made a donation in honor of Tom Brophy’s daughter’s wedding.
- Jonathan Scott Goldman and Rachel Goldman made a donation in honor of Lawrence Beaser for receiving The Legal Intelligence inaugural Lifetime Achievement Award.
- Karen and Marc Zucker made a donation in honor of Laura Feldman and George Patterson.
- Abe and Sherri Reich made a donation in honor of Ben Picker and Terry Rogal on the occasion of their upcoming wedding.
Fette Sau Not Quite Whole Hog

Feasts to Famine

By Skinny D’Bockl

I’ve arrived at barbecue restaurants in Washington D.C., New York, Nashville, Montego Bay and San Francisco, and would have likened them to smoky dens of iniquity. The entrées come at you heavily flavored with dry rubs and sauces that are anywhere from ecstatically ethereal to “sworddil” unwallowable. The latter pierce the bottom of your stomach in a storm of smoking pointed failure. Fette Sau is quite different, somewhat disappointing, and certainly not yet a fête accompli. Allow me to explain.

One enters through a cinderblock alleyway of walls below the Fette Sau (Fat Pig) neon sign, lined to your left with industrial use, with streaks of orange and brown. Closer looks at the tables show streaks of red and black outlines of myriad named cuts of beef, if not every cut imaginable to mankind since Neanderthal times. But first, you approach the “order-your-meal” area in front of a glazed-in beef-holding counter, behind which stand several carver-servers. A sign behind them holds the first clue to what’s about to occur. It reads, in part: “SMOKED MEATS
Black Angus Beef Brisket............lBs. 18.00
Berkshire Pulled Pork...............lBs. 16.00
Black Angus Boneless Shortribs..23.00
Duroc St. Louis Ribs.................lBs. 22.00
Berkshire Pork Belly.................lBs. 18.00
Niccolosi Hot Italian Sausage link......4.00
“ALL MEATS ARE NATURALLY RAISED, HORMONE, ANTI Biotic, & STEROLID FREE”

There are then listed “sides” of roasted mushrooms, Cora’s Broccoli salad, Dante’s German potato salad, Gus’ Half sour pickles, Gus’ Sauerkraut, Burnt end baked beans, Utz potato chips, Cole slaw, etc., at anywhere from $2.50 to $7.50 a serving.

This is an “order-to-go-your-picnic-table” encounter; modified take-out, to take-in. So, I order four half-pound portions of brisket, pulled pork, Duroc Ribs, pork belly and one sausage (about the size of a hot dog), some soft drinks and an order of sauerkraut for me and my guests. I pick a table upon which I place my jacket and return. What is presented to me is a foot-long plastic tray upon which is spread a layer of butcher paper, upon which are randomly placed the plain cuts of meats, all spread about in oily piles, a Martin’s potato-roll, my drinks and an oval paper-cupped batch of sauerkraut to carry separately. I’m told that paper plates and utensils are available along the wall. “This is the least kind of service I’ve experienced in a restaurant.” It ranks about 10 giant steps below continued on page 15

A new Committee on Insurance Practice has been formed for attorneys involved in insurance practice on all sides, such as subrogation, bad faith litigation, and other aspects the practice.

Sean P. O’Donnell, a member of Cozen O’Connor, said the idea for the committee for the was formed after a conversation he had with Chancellor Kathleen D. Wilkinson regarding where his commercial recovery and subrogation practice fit in the Philadelphia Bar Association.

“There did not seem to be an appropriate committee or group within the existing structure. Chancellor Wilkinson and I thought there were likely others who handle subrogation and recovery cases, insurance coverage cases, claims litigation, bad faith, and third-party defense cases who were also looking to increase their participation. Therefore, we decided to create a new home for what we believe is a large number of Bar Association members who practice in these insurance-related areas,” said O’Donnell, who chairs the new committee.

“A lot of law firms will be very interested in this, and more attorneys want to be members of the Philadelphia Bar Association because of this Committee,” said Wilkinson.

The committee was formed with the intention of being as widely inclusive as possible and to partner with other sections and committees of the Association on events and initiatives where appropriate. For more information about the committee or to join, contact O’Donnell at sodonnell@cozen.com.

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Profession’s Future at October 9 Forum


Co-sponsored by Large Firm Management Committee, Medium Size Management Committee and the Young Lawyers Division, the program begins at 12 p.m. in the 11th floor Conference Center at the Philadelphia Bar Association, 1101 Market St. Visit philadelphiabar.org for more information.
Skinny D. Bockol (rbockol@msn.com), a sole practitioner, is an
its painted iron patio chairs and take from the bar Fette
adds color and comfort. And you may wish to sit upon
ured to mimic a front porch of a shapely quaint shack. It
/e pulled pork would have been
plastic containers: marked in cursive: “sweet,” “hot” and
leagues) throughout.

The Health Care Reform Law is Finally Here

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Fette Sau
continued from page 14

“Diners-Drive-Ins and Dives,” sans any chef’s thoughts of juicy sandwiches, ingeniously planned platters, poten-
tially presentable presentations. Nothing incredibly unique in the ingredients. I was expecting much, much
bronze (60 percent), silver (70 percent), gold (80
ries –
by the health insurance company.
ese “metal” catego-
Plans will be assigned one of these metallic tiers based on
other diseases.
visits, immunizations, and screenings for cancer and
rehabilitation services. Insurers will cover 100 percent
of the cost of many preventive services, such as wellness
visits, immunizations, and screenings for cancer and other
diseases.

With the new health care law, the federal govern-
ment is creating four levels of coverage or metallic tiers for plans offered to individual and small group business.
Plans will be assigned one of these metallic tiers based on
how much of the cost for health care services is covered
by the health insurance company. These “metal” catego-

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Insurance and getting many services. It has features that

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protect you and your family. The law provides the follow-
ing protections:
• You can’t be denied health insurance coverage.
• Your health plan can only be cancelled if you don’t
pay your bill or commit fraud.
• There are no annual or lifetime limits on the amount
your health insurer will pay for essential health benefits.
• Your health insurer can’t charge you more if you are
sick.

Having health insurance will be required as of Jan.
1, 2014 or you will be required to pay a penalty. The
penalty increases over the next few years, and you will be
charged the greater of these amounts: 2014 penalty: $95
or 1 percent of your taxable income 2015 penalty; $325
or 2 percent of your taxable income, 2016 penalty; $695
or 2.5 percent of your taxable income

In 2014, all health plans offered to people who
purchase their own health insurance and small busi-
nesses must include a core set of essential health benefits.
Essential health benefits include preventive, wellness and
disease management services; emergency care; ambula-
tory services; hospitalization maternity and newborn
services; pediatric services; prescription drugs; laboratory
services; mental health and substance abuse services; and
rehabilitation services. Insurers will cover 100 percent
of the cost of many preventive services, such as wellness
visits, immunizations, and screenings for cancer and other
diseases.

The government is committed to helping as many
people as possible get health insurance. They will be
providing tax credits, or subsidies, to help people who
purchase their own insurance, including working fami-
lies. The tax credits will be based on how much money
you make each year and the number of people in your
family. If you qualify, you may be able to get one of
the following: free health insurance through Medicaid; lower
monthly premium costs plus a break on the cost-sharing
you pay each time you need medical care; or lower
monthly premium costs.

To determine if you may be able to get financial help
from the government you can use the subsidy calcula-
tor located on the Bar Insurance Exchange Site at www.
usiaffinityex.com/philadelphiabar.

The good news is that a health insurance tax credit/
subsidy is not like a regular tax credit that only gets ap-
plied on your tax return. It can be used right away to help
lower your costs. If you qualify for a tax credit, you get
to decide how it gets applied. You can decide to use all
of your tax credit right away to lower your monthly costs or
you can apply a portion of it to your monthly costs and
use the rest as a credit on your taxes. You can also choose
to not apply any of your tax credits right away and
instead take the whole credit on your tax return. You have
the control over how it is used. Here are some examples
of how tax credits can lower costs for individuals and
families. If you decide to use all or a portion of your tax
credits right away, you have to report them on your an-
nual federal tax return.

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The News

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For more than 75 years, the divisions of USI Affinity have developed, marketed and ad-
ministered insurance and financial programs that offer
financial help
the control over how it is used. Here are some examples
of how tax credits can lower costs for individuals and
families. If you decide to use all or a portion of your tax
credits right away, you have to report them on your an-
nual federal tax return.

Brian McLaughlin (Brian.McLaughlin@usiaffinity.com) is
vice president of USI Affinity Benefit Solutions Group. For
more information about insurance and Health Care Reform
visit www.usiaffinityex.com/philadelphiabar.
Roth IRAs offer ample tax benefits for retirement – particularly for younger investors. Yet perhaps the most long-lasting benefit of the Roth IRA can be realized when it is used as a wealth transfer mechanism.

In this month’s interview, I sat down with Jennifer Messa, J.D., senior wealth planner with PNC Wealth Management®, to discuss how the Roth IRA can be used across generations.

As a senior wealth planner you often talk about the advantages of planning for retirement at an early age. Is it beneficial for parents or grandparents to open a Roth IRA for minors?

If the income restrictions associated with Roth IRAs prevent a person from using one for his or her own planning purposes, that person may want to consider taking steps to encourage that his children establish and fund a Roth IRA of their own. After all, one of the main contributors to successful retirement planning is time – the more of it you have, the better the result. For this reason alone, setting up a Roth IRA for a child can be one of your best long-term planning strategies. When investment compounding has upwards of 50 years to run its course, even a relatively modest rate of return can produce pleasing results.

How young is too young to open a Roth IRA?

There is no minimum age requirement for opening a Roth IRA, and many IRA providers will accept accounts for minors. In most cases, the only real issue is whether the child has taxable earned income. Fortunately, there is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income from a summer or part-time job, but then spent it, there is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income is no requirement that the same “earned income” is the money that funds the IRA. If your child earned income is no requirement that the same “earned income” is the money that funds the IRA.

However, contributions to a minor’s account cannot exceed the child’s income for the year. Contributions to a Roth IRA are not tax deductible, but earnings are never taxed provided the child meets the distribution requirements – chief among them, waiting until at least 59½ before tapping the account. While he or she probably cannot imagine ever being that old, there are other ways to put Roth IRA savings to good use prior to age 59½, such as the purchase of a first home.

How can a Roth IRA function as part of a wealth transfer strategy?

As effective a retirement planning tool as a Roth IRA can be, its greatest strength may be its potential as a wealth transfer instrument. Unlike Traditional IRAs, minimum distributions are not required from Roth IRAs once the owner reaches age 70½. Therefore, the child theoretically could have held a Roth IRA for his or her entire life, never having tapped into it and passed it on to his or her beneficiaries upon death. At this point, the account would fall under the same minimum withdrawal rules that pertain to Traditional IRAs. However, beneficiaries may choose to string out those withdrawals over many years continuing to earn tax-free income on the remaining account balance.

What if the heir decides to tap into the Roth IRA, rather than let the assets continue to accumulate?

The hidden value of the Roth IRA is its exceptional growth potential. If heirs decide to spend or withdraw Roth IRA assets immediately upon inheritance, the Roth’s strategic value as a wealth transfer tool is lost. If, however, they choose to let the Roth IRA continue to grow and only withdraw what is required by law each year, the true power of the Roth IRA can be realized.

What are the circumstances that would allow distributions from a Roth IRA to be tax-free?

Distributions from a Roth IRA may be tax-free if you are at least 59½ years old and have owned the Roth IRA for at least five years; your withdrawal of up to $10,000 (lifetime limit) is applied to a first-time home purchase; or you die or become permanently disabled.

When your clients inherit either a Roth IRA or a Traditional IRA, what advice do you give them when it comes to taking distributions?

With either type of IRA, the better strategy is to stretch distributions over the beneficiary’s life and to reinvest distributions in a taxable account. Better yet, however, with the Roth IRA, the beneficiary enjoys the considerable advantage of tax-free distributions.

Jackie Byrne Lessman, CFP® (jacqueline.lessman@pnc.com; 215-585-5831), PNC Wealth Management Senior Vice President. For more information, visit pnc.com/wealthmanagement.
Executive Director
continued from page 1

approved the recommendation of Mark by the Association’s Executive Director Search Committee with an eye on the future to help us continue to meet the needs of Philadelphia lawyers and the clients they serve,” Tarasiewicz most recently has served as associate executive director of the Philadelphia Bar Association. In this role, he has directed the Association’s internal and external communications. He joined the Philadelphia Bar Association in March 1995 as Senior Public Relations Associate. Tarasiewicz previously served as Managing Editor of the Pennsylvania Law Journal. He also served as Senior Communications Manager for global law firm Dechert LLP.

Tarasiewicz is a past President and Chairman of the Philadelphia Public Relations Association. He was inducted into the Philadelphia Public Relations Hall of Fame in 2012. He is a three-time recipient of the National Association of Bar Executives Luminary Award, as well as the Philadelphia Public Relations Association Fast Track Award. He holds a Bachelor of Arts degree from Temple University, and is an adjunct professor in the Temple University graduate program in Strategic Communication. He has lectured for the National Association of Bar Executives, American Society of Association Executives, Public Relations Society of America, Penn State University, Villanova University and the University of the Arts.

“I am looking forward to working with our leadership, our members and our talented staff to continue the Philadelphia Bar Association’s great work and to prepare the Association for both the challenges and the opportunities that lie ahead,” said Tarasiewicz.

CALENDAR OF EVENTS

Note: While the following listings have been verified prior to press time, any scheduled event may be subject to change by the committee or section chair. Lunches are $8 for members and $12 for non-members, unless otherwise indicated.

Tuesday, Oct. 1
Legal Rights of Persons with Disabilities Committee: meeting, 9 a.m., 11th floor Committee Room South.
Women’s Rights Committee: meeting, 12 p.m., 11th floor Committee Room South. Lunch: $8.
Philadelphia Bar Reporter Editorial Board: meeting, 12:30 p.m., 10th floor Cabinet Room.

Wednesday, Oct. 2
Delivery of Legal Services Committee: meeting, 8:30 a.m., 10th floor Board Room.
Young Lawyers Division: Live, Lunch and Learn, 12 p.m., 11th floor Conference Center. Lunch: $8.
Rules and Procedure Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.
Family Law Section ADR Committee: meeting, 4 p.m., 10th floor Board Room.

Friday, Oct. 4

Saturday, Oct. 5

Tuesday, Oct. 8
Criminal Justice Section Executive Committee: meeting, 12 p.m., 10th floor Board Room.
Real Property Section Executive Committee: meeting, 12 p.m., Zarwin Baum DeVito Kaplan Schaer Toddy, P.C., 1818 Market St., 13th Floor.
Solo and Small Firm Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Wednesday, Oct. 9
Section and Division Chairs: meeting, 8:30 a.m., 10th floor Board Room.

Immigration Law Committee: meeting, 12 p.m., The CLE Conference Center, Market and Juniper Streets, 10th floor. Registration: LPLP phi.org.

Thursday, Oct. 10
Legislative Liaison Committee: meeting, 12 p.m., 11th floor Committee Room South. Lunch: $8.
International Business Initiative Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.
Friday, Oct. 11
Workers’ Compensation Section Executive Committee: meeting, 10:30 a.m., 11th floor Committee Room South.
Workers’ Compensation Section: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
The Philadelphia Lawyer magazine Editorial Board: meeting, 12:30 p.m., 10th floor Board Room.

Monday, Oct. 14
Columbus Day: Bar Association offices closed.

Tuesday, Oct. 15
Civil Rights Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
Employee Benefits Committee: meeting, 12:30 p.m., 11th floor Committee Room South. Lunch: $8.
Family Law Section: meeting, 3:30 p.m., 11th floor Conference Center.

Wednesday, Oct. 16
DLSC Sustainability Committee: meeting, 9 a.m., 11th floor Committee Room South.
Business Law Section Executive Committee: meeting, 12 p.m. 11th floor Committee Room South.
YLD Cabinet: meeting, 12 p.m., 10th floor Board Room.

Federal Courts Committee: meeting, 12:30 p.m., 11th floor Conference Center. Lunch: $8.
LegalLine: 5 p.m., 11th floor LRIS offices.

Thursday, Oct. 17
Family Law Section Executive Committee: meeting, 12 p.m., 11th floor Committee Room South.
Women in Intellectual Property Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.
Alternative Dispute Resolution Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Friday, Oct. 18
Social Security Disability Benefits Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Monday, Oct. 21
Public Interest Executive Committee: meeting, 12 p.m., 10th floor Board Room.
Insurance Practice Committee: meeting, 12 p.m., 11th floor Committee Room South. Lunch: $8.
Board Observer Program: CLE seminar, 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, Oct. 22
Cabinet: meeting, 12 p.m., 10th floor Board Room.
Compulsory Arbitration Committee: meeting, 12 p.m., 11th floor Committee Room South. Lunch: $8.
Labor and Employment Law Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Register online for most events at philadelphiabar.org. Unless otherwise specified, all checks for luncheons and programs should be made payable to the Philadelphia Bar Association and mailed to Bar Headquarters, 1101 Market St., 11th fl., Philadelphia, PA 19107-2955. Send Bar Association-related calendar items 30 days in advance to Jeff Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., Philadelphia, PA 19107-2955. Fax: (215) 238-1159. Email: jlyons@philabar.org.
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Kathleen D. Wilkinson, Chancellor of the Philadelphia Bar Association and a partner with Wilson Elser Moskowitz Edelman & Dicker LLP, has been appointed to the Executive Council of the National Conference of Bar Presidents for a three-year term.

Stewart M. Weintraub of Chamberlain Hrdlicka has been named council director of the American Bar Association Tax Section for 2013-2014.

Michael McGurrin of Galfand Berger presented on "Privacy and Electronic Medical Records" at the Pennsylvania Department of Labor and Industry annual Worker’s Compensation Conference on June 11.

Mary Cushing Doherty, a partner with High Swartz LLP, recently served as moderator on the Pennsylvania Bar Association Family Law Section Summer 2013 plenary session “What They Don’t Teach You in Law School” in National Harbor, Md.

Anthony R. La Ratta, a partner with Archer & Greiner P.C., has been appointed chair of the Probate & Fiduciary Litigation Committee of the American Bar Association. He has also been appointed to the Equity Jurisprudence Committee of the New Jersey State Bar Association.

Bernard B. Kolodner, a partner with Kleinbard Bell & Brecker LLP, has been appointed liaison to the American Bar Association’s Real Property Special Investors and Investment Structure Group.

Melissa M. Boyd, a partner with High Swartz LLP, has completed training to become a certified arbitrator for the American Academy of Matrimonial Lawyers.

Sheryl L. Axelrod, founder of Axelrod Firm, PC, has been appointed co-chair of the National Association of Minority and Women Owned Law Firms Advocacy Committee, which oversees all of the NAMWOLF Ad Hoc Committees. She was also named as a Diversity Fellow, an American Bar Association leadership position.

James A. Wells of Haines & Associates, has been appointed by the American Bar Association Tort Trial and Insurance Practice Section as chair of the Medicine and Law Committee and liaison to the ABA Standing Committee on Medical Professional Liability.

Brennan Torregrosa, assistant general counsel for Glasso-SmithKline, was selected for a First Chair Award as Top Assistant General Counsel.

Ronald L. Greenblatt, co-founder and managing partner of Greenblatt, Pierce, Engel, Funt & Flores, was recently honored for his service as chair of the Philadelphia Chapter of Pennsylvania Association of Criminal Defense Lawyers.

George Martin and Matthew Wilson, partners with Martin LLC, were presenters at the 29th Annual Fall Meeting of the Pennsylvania Bar Association Workers’ Compensation Section on Sept. 12-13 in Hershey, Pa.

Philip D. Ameo, an associate with McCarter & English, was recently elected chair of the Young Executives Committee of the Pyramid Club.

Robert D. Liebenberg, a partner with Fine, Kaplan and Black, R.P.C., has been appointed chair of the American Bar Association Commission on Women in the Profession.

Robert W. Bucknam Jr., a partners with Archer & Greiner P.C., was a featured speaker at the New Jersey County Tax Boards Association’s 42nd Annual Educational Conference in Cape May, N.J., from Aug. 26 to 30.

H. Ronald Klasko and William Stock, partners with Klasko, Rulon, Stock & Seltzer, LLP, have been named as two of the “Most Powerful Employment Attorneys in Immigration Law” in the country by Human Resource Executive magazine. Klasko was recently a panel member at the 2013 American Immigration Lawyers Association Annual Conference in San Francisco and has been appointed chair of the EB-5 Investor Committee of the American Immigration Lawyers Association.

Salvatore M. DeBunda, co-managing partner of Archer & Greiner P.C., was inducted into the Hall of Fame of Purs Racing at Philadelphia Park on Sept. 21 in recognition of his efforts to promote the sport and benefit horsemen and other participants.

Gregg H. Kanter, founding member of Gregg H. Kanter Law Office LLC, was a panelist for the New York County Lawyers’ Association’s CLE program “Proposed Changes to the Federal Rules of Civil Procedure: How They Will Affect the Practice of Federal Litigators” on Sept. 26.

Merritt Cole, a partner with White and Williams LLP, has been appointed Chair of the American Bar Association’s 2014 Annual Business Bar Leaders Conference.

Elisa M.T. Basnight, an associate with Buchanan Ingersoll & Rooney PC, has been awarded the 2013 Individual Star Diversity Award of Excellence by the Corporate Counsel Women of Color.

Katherine Hatton, vice president and general counsel of the Robert Wood Johnson Foundation in Princeton, N.J., has been elected to the board of directors of The Forum of Executive Women.

Steven K. Mignogna, a partner with Archer & Greiner P.C., was a featured speaker at “Trends in Estates and Trusts - Planning, Administration and Litigation” seminar presented by the New Jersey Institute for Continuing Legal Education on Sept. 17 in New Brunswick, N.J.

Neil Huruwitz, special counsel to Astor Weiss Kaplan & Mandel, LLP, received the Eric Turner Memorial Award from the Pennsylvania Bar Association Family Law Section at the Section’s summer meeting in National Harbor, Md.

Mary Beth Gray, a partner with Kleinbard Bell & Brecker LLP, was a speaker at the Pennsylvania/Delaware and New Jersey/New York Chapters of the ESOP Association’s 18th Annual Multi-State ESOP Conference on Sept. 18-19 in Scranton.

Frank J. Udison of Martin, LLC discussed Veterans Administration benefits and Social Security Disability to local veterans at two September programs presented by Impact Service Corporation.

Gregory M. Harvey, senior counsel to Montgomery McCracken Walker & Rhoads LLP, presented “Citizens United Pro and Con; Origins and Consequences” at the Pennsylvania Commonwealth Court Historical Society Annual Dinner on Sept. 10 in Harrisburg, Pa.

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send information to Jeff Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th Fl., Philadelphia, PA 19107-2955. Fax: (215) 238-1159. E-mail: reporter@philabar.org. Color photos are also welcome.
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